

City of Alameda
Benefits/Contract Provisions by Bargaining Unit

BENEFIT (all amounts are monthly)	MCEA	
TERM of CONTRACT	1/1/05 - 12/18/2010	
Flexible Benefits Amt for Health eff. 1-1-2010	Plan A	Plan B
O-Party	\$869.43	\$230.00
1-Party	\$1,278.53 max cash back of \$530.74	\$532.56 No cash back
2 Party	\$1,278.53 max cash back of \$176.05	\$1,065.12 No cash back
3+ Party	\$1,278.53 No cash back	\$1,384.66 No cash back
Flexible Benefits Increase formula for health	85% of annual increase in PERS Kaiser premium, max cash back equal to 2005 max cash back	100% Kaiser premium at each level of coverage , No cash back
Dental Coverage	\$2500 pp/yr. \$2500 pp ortho life 80% coverage 50% ortho Cost Eff 1-1-2010 \$131.13	
Life and AD&D Coverage	\$100,000	
Cost Eff. 1-1-2010	\$18.00 (\$18/ \$1,000)	
LTD Coverage	2/3 salary to \$1667/month	
Cost eff. 1-1-2010	.42% salary w/ \$10.50 max (\$2500 salary cap)	
EAP Benefit	10 visits per issue per year	
Cost eff. 1-1-2010	City Paid @\$3.15 per month	
Deferred Compensation	Employee paid	
Management Incentive Pay	Rolled into salary effective 6/24/07	
RETIREMENT PERS Formula	2 % @ 55	
City Cost	12.693% Eff 7/1/10	
Ee Contr. (*)	7%	
RETIREMENT Health effective 1/1/2010	\$94.50/ month City contr.	
RETIREMENT Dental	None	
SICK LEAVE	Pre 1/87: 20 days/yr +1 day/mo Post 1/87: 1 day per month	

(*)The City of Alameda does NOT pay for employee's PERS contribution. However, the 7%(Misc)/9%(Safety) employee contribution amount is included in salaries.
Rev. 09/20/2010

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HOLIDAYS		
Observed	10 days	
Floating	3.5 days	
Holiday Pay		
SDI (employee paid) cost eff. 1-1-10	1.1% to max of \$1,026.48	
FUNERAL Leave	4 days	
VACATION LEAVE	Pre1988	Post1988:
Accrual		
1yr:	10 days	10 days
2yrs:	10 days	10 days
3yrs:	10 days	10 days
4yrs:	10 days	10 days
5yrs:	15.5 days	15 days
6yrs:	16 days	15.5 days
7yrs:	16.5 days	16 days
8yrs:	17 days	16.5 days
9yrs:	17.5 days	17 days
10yrs:	18 days	17.5 days
11yrs:	18.5 days	18 days
12yrs:	19 days	18.5 days
13yrs:	19.5 days	19 days
14yrs:	20 days	19.5 days
15yrs:	20 days	20 days
16yrs:	20 days	20.5 days
17yrs:	20 days	21 days
18yrs:	20 days	21.5 days
19yrs:	20 days	22 days
20 yrs:	21 days	22.5 days
21yrs:	22 days	23 days
22yrs:	23 days	23.5 days
23yrs:	24 days	24 days
24yrs:	25 days	24.5 days
25+yrs:	25 days	25 days
Vacation Maximum	Annual accrual + 2 weeks	
NEGOTIATED	6/25/06: 2 %	
INCREASES	12/24/06: 2%+1% 1/6/08: CPI of 2-4%	
BILINGUAL Pay (Only certified employees are eligible)	\$42.00 per mo	

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